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CLASSIFICATION OF TECHNICAL
AND ADMINISTRATIVE PERSONNEL IN CHINESE INDUSTRY

[Comment: The following information on the classification of technical personnel in Chinese industry is taken from the People's Practical Dictionary of Economic Expressions published by the Ch'un-ming Ch'u-pan She, Shanghai, 1953. The table outlining the Fifteen Grade Classification of Administrative Personnel and the status of technical personnel is from an article on the "Wage System of the Port Arthur- Dairen Area" by Wu P'in-chia, published in the Chung-kuo Kung-yeh, Vol II, No 2, June 1950.]

Classification of Technical Personnel in Industry

The "workers" mentioned in a production plan include only those directly engaged in production. Workers who are engaged in the construction or rehabilitation of an enterprise are not included.

The different types of workers directly engaged in production are as follows: workers in the main and secondary workshops, the power generating room, the shipping office, the repair shop, the shops producing subsidiary items, watchmen, firemen, administrative and operations personnel (including sales and supply and warehouse personnel), personal service workers who contribute indirectly to production (such as workers in mine and factory bathhouses and those washing and mending worker's uniforms), and personnel in the factory laboratories and scientific research departments.

These workers are divided into the following types:

1. Production workers who use manual labor, directly or indirectly.
 - (a) Basic workers (direct workers) who are prime factors in the production processes of a commodity through the use of machinery, tools, or their hands.
 - (b) Subsidiary workers (indirect workers) who support the basic workers in their operations and take a secondary position in the production processes, such as transport and warehouse workers.
2. Apprentices and beginners who do work under the guidance of a trained worker. They are primarily interested in learning either with or without a time limit and the quality of their work is usually below that of a trained worker.
3. Engineering and technical personnel who are responsible for the technical side of production, the over-all supervision of production, and who actually take part in the technical phases of production. In addition to those specifically designated by title, such as engineers, assistant engineers, technicians, and technical assistants, these workers include technical administrative personnel such as factory managers and superintendents, work foremen, heads of planning departments, and directors of laboratories.
4. Administrative personnel who are in charge of production and operations. This group includes those engaged in financial affairs, personnel management, supply services, accounting, statistics, warehousing, and transportation.

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Administrative and Technical Personnel

The following table gives the wage scale for the 15 grades of administrative and technical personnel in the heavy and light industries in China.

Classification of Administrative and Technical Personnel

| <u>Grade</u> | <u>Wages</u> | |
|--------------|-----------------------|-----------------------|
| | <u>Heavy Industry</u> | <u>Light Industry</u> |
| 1 | 17,000 | 15,000 |
| 2 | 16,000 | 14,500 |
| 3 | 15,000 | 13,500 |
| 4 | 14,000 | 12,500 |
| 5 | 13,000 | 12,000 |
| 6 | 12,000 | 11,000 |
| 7 | 11,000 | 10,000 |
| 8 | 10,000 | 9,000 |
| 9 | 9,000 | 8,200 |
| 10 | 8,500 | 7,700 |
| 11 | 7,500 | 6,500 |
| 12 | 6,500 | 5,800 |
| 13 | 5,500 | 5,000 |
| 14 | 4,500 | 4,000 |
| 15 | 3,500 | 3,200 |

| <u>Personnel</u> | <u>Grades</u> | <u>Wage Range</u> | |
|---|---------------|-----------------------|-----------------------|
| | | <u>Heavy Industry</u> | <u>Light Industry</u> |
| General managers | 1 | 17,000 | 15,000 |
| Assistant managers | 1-2 | 17,000-16,000 | 15,000-14,500 |
| Senior technicians | 2-3 | 16,000-13,000 | 14,500-12,000 |
| Department chiefs | 2-5 | 16,000-13,000 | 14,500-12,000 |
| Factory superintendents and assistant superintendents | 2-6 | 16,000-12,000 | 14,500-11,000 |
| Chiefs of operations and plant section and sub-section chiefs | 2-11 | 16,000-7,500 | 14,500-6,500 |
| Technicians and specialized workers | 5-8 | 13,000-10,000 | 12,000-9,000 |
| Chiefs of plant units | 5-9 | 13,000-9,000 | 12,000-8,200 |
| Senior accountants | 6-8 | 12,000-10,000 | 11,000-9,000 |
| Clerks and assistant clerks | 6-11 | 12,000-7,500 | 11,000-6,500 |
| Chauffeurs | 7-12 | 11,000-6,500 | 10,000-5,800 |
| Typists | 9-13 | 9,000-5,500 | 8,200-5,000 |
| Junior accountants | 9-13 | 9,000-5,500 | 8,200-5,000 |
| Maintenance workers | 13-15 | 5,500-3,500 | 5,000-3,200 |

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